

FARAH SALHAB

GENDER EQUITY AND INCLUSION STRATEGIST | FEMINIST M&E | TRAINING | RESEARCH

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SUMMARY

Intersectional feminist and inclusion expert with 12 years of experience advancing initiatives that empower women, girls, and marginalized groups across MENA and beyond. Skilled in feminist M&E, capacity building, GEDI/GESI analysis, and GBV programming. Since 2018, I've led gender components for multi-million-dollar consortia, driving evidence-based, norm-shifting program design. Currently pursuing an MA in Gender, Sexuality, and Global Politics (SOAS, London).

EXPERIENCE

07/2024

Amman, Jordan - Whole of Syria (Hybrid)

Gender Lead

CARE Syria - Syria Resilience Initiative (SRI)

- Championing the Gender Community of Practice and driving forward initiatives and conversations on scaling up the Violence Against Women and Girls (VAWG) project pilot
- Leading the strategic design of the community activism, stakeholders' engagement, and women's committees components inside Syria
- Launching SRI's Gender and Social Inclusion Work Plan to guide and capacitate 10+ international and local partners, starting with Minimum Gender Standards
- Attracting donor interest in underfunded issues affecting women, girls, and underserved groups, following sociocultural and geopolitical shifts in Syria
- Authoring quarterly and annual donors' reports including papers on gender-sensitive, transformative, and overall mainstreaming approaches; established a digital library for shared resources
- Supporting development of internal processes that contribute to more gender-responsive engagement within community structures and partner organizations

01/2024 - 08/2024

Beirut, Lebanon

Gender Equality Adviser Consultant

Embassy of Canada

- Advised GAC Technical Authority and grantees on alignment with Canada's Feminist International Assistance Policy (FIAP)
- Evaluated over 20 reports and proposals, authored papers on women's economic empowerment
- Drafted high-level gender messaging and speech points for the Canadian Ambassador in Lebanon
- Provided analysis and recommendations contributing to informed positioning on gender equality within diplomatic engagements

05/2023 - 01/2024

Beirut, Lebanon

Gender Adviser

Norwegian Refugee Council

- Developed NRC's gender strategy, theory of change, and Rapid Gender Analysis framework
- Designed and led the Gender and Inclusion Action Plan for the Haretna Consortium, reducing community backlash through gender-sensitive and community-conforming approaches, inside underserved areas and among resistant Heads of Municipalities
- Supported MEL unit in integrating feminist M&E tools and gender indicators
- Delivered targeted capacity-building sessions and advised regional steering groups
- Ensured inclusive practices through NRC's D&I Committee, improving disability accessibility
- Contributed to organizational discussions shaping gender-related priorities and approaches across departments

12/2021 - 07/2022

Beirut, Lebanon

Gender, Youth, and Inclusion Learning Officer

EnCompass LLC

- Developed training materials as per the identified gaps and evidence in gender, youth, and inclusion knowledge within USAID programming
- Coordinated the gender and youth analyses among USAID partners, contributing to research, evidence and informed evaluation design across the development projects funded by USAID
- Contributed to the improvement of MEL process to support partners' mission in integration of youth issues and gender-transformative and inclusive in line with USAID program cycle
- Facilitated learning events that integrated evidence from gender analyses, assessments, and other studies into programs, aligning with USAID's Collaboration, Learning, and Adaptation (CLA) approaches

11/2021 - 12/2021

Beirut, Lebanon (remote)

Gender Equality Adviser

Save the Children Canada

- Contributed to the execution of SCC's gender equality roadmap, by offering technical support to Save the Children Canada funded country programs
- Provided insights and expertise to technical working groups and communities of practice at both Save the Children Canada and international level
- Created tools and led the capacity-building initiatives to enhance gender equality awareness and competency among Save the Children Canada funded country programs

EXPERIENCE

02/2020 - 11/2021

Beirut, Lebanon

Gender & Disability Inclusion Specialist

Save the Children Lebanon

- Supported winning feminist-focused proposals and contributed to multi-year strategies and emergency responses (COVID-19, Beirut Port explosion)
- Revised 10+ global and internal policies; developed the gender and social inclusion analysis approach for the country program
- Designed and delivered gender, inclusion, and SRHR training and coaching tools
- Informed KPIs using Quality Benchmarks and Washington Group Questions
- Collaborated with Advocacy and Communications to advance diverse representation
- Led the ENABLE application and partnership with Humanity & Inclusion and OPDs
- Founded and chaired the GEDI taskforce to strengthen recruitment and workplace practices

08/2019 - 10/2019

Freetown, Sierra Leone

Protection Specialist

International Rescue Committee

- Prepared a five-day training program tailored to the Sierra Leonean context under the 'Every Adolescent Girl Empowered & Resilient (EAGER)' life-skills curriculum, as part of the Leave No Girl Behind global campaign
- Designed supporting program materials and guidance on facilitation skills, coaching, protection, gender, SRHR, disability, social inclusion, safe spaces, safeguarding and working with boys
- Co-designed inception reports, log frames, and tracked GESI indicators leading to a further refinement of existing tools and the development of new ones

11/2017 - 02/2020

Beirut, Lebanon

Adolescent Girls' Programming Manager

International Rescue Committee

- Managed and oversaw the entire program implementation including the Basic Literacy and Numeracy component for adolescent girls
- Advised on the contextualization of program materials and activities for diverse groups of girls to better mitigate and respond to GBV
- Co-developed UNICEF Multi-sectorial Child Marriage National Toolkit
- Expanded the mentoring network across Lebanon through coaching for IRC staff and partners
- Designed and implemented M&E tools, capturing quantitative and qualitative impacts of the 'Girl Shine' initiative informing program scaling
- Co-led a global consultancy workshop in Uganda on the 'Girl Shine' curriculum
- Authored detailed reports, newsletters, and blogs that enhanced stakeholder engagement and attracted global advisors and donor interests

07/2014 - 11/2017

North, Lebanon

Officer and Senior Officer

Adolescent Girls' Programming

- Delivered tailored life-skills, GBV, and SRH sessions to at-risk girls, including curricula like 'My Safety, My Wellbeing,' with marginalized communities of girls and caregivers in T+5 and Akkar
- Established and managed safe spaces in unprivileged locations developing exit strategies to ensure sustainability beyond program phases
- Created M&E tools and girl-friendly resources strengthening program quality and reporting to donors
- Supervised and trained a team of Adolescent Girls' Assistants

01/2013 - 07/2014

North, Lebanon

Education Outreach Assistant

Norwegian Refugee Council

- Created and delivered a life-skills curriculum for youth and adolescents
- Followed-up on the registration of Syrian and Lebanese boys and girls in public schools
- Reported and referred child protection issues

CONSULTANCIES

External Evaluator - Women Now for Development and MISEREOR

📅 09/2025 - 10/2025 📍 Bekaa, Lebanon

Assessed WND's resilience project in Bekaa via OECD/DAC, CCTIC, and 5A. Used qualitative/quantitative methods. Analyzed data from diverse stakeholders like community members, local organizations and municipalities. Offered program-informed recommendations and future insights.

Consultant - Democracy Reporting International

📅 08/2025 📍 Global (remote)

Guided the Global Gender & Diversity focal points at DRI on the organizational review of policies and training materials delivered to DRI country offices in the region and globally.

Consultant and Course Developer - Cli-Health Program, AUB Global Health Institute

📅 03/2025 - 06/2025 📍 Beirut, Lebanon (hybrid)

Designed and developed a 30-hour self-paced course on climate change, health, and social justice for AUB's Global Health Institute, including producing 230+ lecture slides, validation, and videotaping.

CONSULTANCIES

Researcher - Women Now for Development

📅 02/2025 - 04/2025 📍 Bekaa, Lebanon (hybrid)

Crafted advocacy paper on GBV reporting for Syrian refugees in Bekaa. Led qualitative research, engaging stakeholders like Internal Security Forces and municipalities, to inform policy and strengthen institutional responses.

Feminist M&E Consultant - Doria Feminist Fund

📅 11/2024 - Present 📍 Regional (hybrid)

Overseeing the design and rollout of a feminist M&E framework among DFF grantee partners across MENA; leading Phase 1 and 2 with 100+ partners through training, technical support, learning agenda development, and a new impact evaluation for the 2024–2025 grantmaking cycle.

Gender Expert – Deutsche Welle Akademie, e-Think Tank

📅 12/2024 - 12/2024 📍 Regional (remote)

Co-led an e-think on digital GBV and patriarchal discourse against women in media through sharing expert insights. Collaborated with media and research professionals to develop actionable strategies combatting disinformation and online violence.

IGNITE Context Analysis and Mapping - IRC

📅 03/2024 - 04/2024 📍 Regional (remote)

Mapped 90+ women-led and civil organizations on girls' education norms. Collected and analyzed data with 25 stakeholders, triangulated with literature. Led workshop shaping the IGNITE framework for MENA.

Gender Mainstreaming Consultant - Expertise France, Shabake 2 Project

📅 03/2024 - 04/2024 📍 Beirut, Lebanon (in-person)

Designed and implemented a capacity-building plan for 21 staff, increasing technical knowledge by 50%, and trained Expertise France and 9 grantee partners on gender-inclusive proposal writing and OECD/AFD evaluation tools. Engaged with multiple stakeholders across local partners.

Gender and Inclusion Training Consultant - Caritas

📅 09/2023 - 09/2023 📍 Zahlé, Lebanon (in-person)

Developed and delivered a four-day training for social workers on PFA, GBV, and disability referral, achieving a 92% improvement in knowledge and skills. Created follow-up plans and supporting documentation to sustain the impact of the training.

Gender Expert - InfoPro X Mercy Corps

📅 02/2023 - 03/2023 📍 Across Lebanon (in-person)

Moderated multiple FGDs across Lebanon to evaluate the gender impact of Mercy Corps' '3amaly' Project. Produced a report with insights and recommendations to guide future livelihoods projects focusing on women and female youth's empowerment.

National Consultant - ResultsinHealth

📅 02/2023 - 06/2023 📍 Beirut, Lebanon (hybrid)

Led interviews with 26 respondents for the Generation Gender Program review. Analyzed data, co-led validation workshop, authored report with recommendations, enhancing institutional learning and program improvement.

People with Disabilities Consultant - IRC

📅 10/2022 - 12/2022 📍 Beirut, Lebanon (remote)

Led the final evaluation for partnership between IRC WPE and LUPD. Provided actionable recommendations to strengthen partnerships and enhance disability integration.

Gender Trainer Consultant - UN Women

📅 08/2022 - 10/2022 📍 Across Lebanon (in-person)

Delivered 25 training sessions to 500 MoSA staff working on the NPTP program under WFP, to enhance gender awareness and gender-sensitive practices. Engaged with institutional partners to support national program alignment on gender practices.

KEY ACHIEVEMENTS



Impacting Donors

Contributed to award-winning proposals and designed evaluations influencing donors' decision-making processes.



Reporting Enhancement

Increased reporting efficiency by 60% through the integration of gender and feminist standards.



Capacity Building Success

Trained over 1,500 staff and partners on gender, diversity, disability inclusion, and SRHR across Lebanon, the MENA region, and East and West Africa.



Representation

Served as Save the Children Spokesperson for Lebanon, IRC Gender Champion, and IRC Way Day Ambassador.



Advancing Data-Driven Gender Programming

Enhanced evidence-based program adaptation through feminist M&E frameworks used by 100+ partners.

SKILLS

Interpersonal Skills	Communication & Negotiation		Proposal Writing	Research	Gender Analysis	
Gender-Responsive Strategies		Coaching	Capacity Building	Resource Development		Stakeholder Engagement
Policy and Program Analysis	MS Office Suite	MS Teams	Zoom	Google	Data Visualization	GBVIMS
Activity Info Reporting	Power BI					

LANGUAGES

Arabic Native	<div><div></div><div></div><div></div><div></div><div></div></div>	English Native (Duolingo Score: CEFR C1)	<div><div></div><div></div><div></div><div></div><div></div></div>	French Proficient	<div><div></div><div></div><div></div><div></div><div></div></div>
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EDUCATION

10/2025 Remote	• MA in Gender, Sexuality, and Global Politics SOAS University of London
09/2010 - 06/2013 Beirut, Lebanon	• BA in Social Work Université Saint-Joseph de Beyrouth

FIND ME ONLINE

 LinkedIn https://www.linkedin.com/in/fs1992/	 My Website and Portfolio http://www.farahsalhab.com/
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CERTIFICATION

Duolingo English Test (advanced) Duolingo - Online, Mar 2025	Hostile Environment and Awareness Training (HEAT) redr australia - Jordan, Feb 2025
Duty to Respond Provider International Trauma Life Support, JPS Training Center - Jordan, Feb 2025	Basic Life Support HSI - American Safety & Health Institute - Jordan, Feb 2025
Compass Online Management Basics Program IRC X Harvard - Online, 2018	Psychosocial Needs of Migrants & Refugees American University in Cairo - Egypt, Jan-Feb 2017

DONOR EXPERIENCE

AFD	BMZ	BPRM	DANIDA	DORIA FEMINIST FUND	DUTCH MOFA	ECHO	ECW	FCDO	GAC
MISEREOR	NMFA	NORAD	OCHA	QATAR FOUNDATION	SAID FOUNDATION	SIDA	TRÓCAIRE	UNHCR	
UNICEF	USAID	WFP							